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FILE Training 3-1

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT : Career Trainee Task Force Research Reports

1. This memorandum is for your information.

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2. [redacted] of the Psychological Services Staff have recently briefed me on a series of studies they have just completed on Career Trainees. I found their analyses and comparisons extremely interesting, and they offer professional psychological data studies on topics and issues which we have frequently discussed without benefit of a professional study. Certainly their findings will serve as guidance in our revamping of the Career Training Program and our concerns for CT development and progression.

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3. [redacted] can brief down his findings from these various studies into a 45-minute presentation, and I recommend that this be placed on the agenda of the Deputies' meeting for such a presentation. The research areas which will be covered in the presentation are set forth on the attachment.

[redacted]

R. L. Bannerman
Deputy Director
for Support

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Att: Listing

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ATTACHMENT

- I. Comparison of Groups of Agency Professional Applicants and CT Employees on Psychological Test Characteristics
 - A. Agency Professional Applicants (FY68) vs. CT Hires (FY69)
 - B. Early CTs (FY63-67) vs. Recent CTs (FY69)
- II. Comparison of CTs and Other Agency Professionals on PATB and Ratings of Job Performance and Potential
- III. Comparison of Fitness Report Ratings of Performance and Experimental (Manpower) Ratings of Performance
- IV. Comparison of Internal and External CTs on PATB and On-the-Job Ratings
- V. Attitude Studies Involving CTs
 - A. Audit of Job-Related Attitudes of 70 CS-Bound CTs
 - B. Comparison among Agency CTs, Non-CTs, and Government-Wide Sample on Expressed Satisfaction on 15 Job Dimensions
- VI. Longitudinal Study of 84 Early CS CTs
 - A. Exploratory Research on Possible Early Identification of Talented Performers
 - B. Exploratory Research on Correspondence between Performance and Reward Systems

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